DOCUMENT RESUME

ED 189 979 HE 012 910

TITLE	Military Experience Directed into Health Careers. Final Report.
INSTITUTION	Health Research and Educational Fund of New Jersey, Princeton, N.J.
SPONS AGENCY	Health Resources Administration (DHEW/PHS), Hyattsville, Md. Manpower Supply and Utilization Branch.
PUB DATE	80
CONTRACT	231-77-0063
NOTE	65p.: For related document see HE 012 909. Parts marginally legible.
EDRS PRICE	MF01 Plus Postage. PC Not Available from EDRS.
DESCRIPTORS	*Allied Health Occupations; Career Development; *Employment Opportunities; *Health Services; *Military Personnel; *Military Service; *Veterans; Work Experience; Work Experience Programs
IDENTIFIERS	*New Jersey; Operation MEDIHC

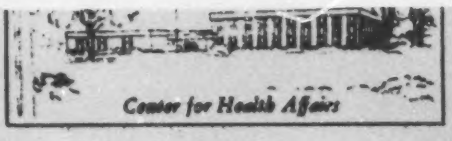
ABSTRACT

Operation MEDIHC's (Military Experience Directed into Health Careers) final report is presented which firmly establishes the need for its purpose, which is providing a meaningful career continuation for medical personnel who were trained while serving in the military service. It is reported that the New Jersey MEDIHC Program experienced a difficult time getting off the ground. However, in December of 1971, the MEDIHC Program began to implement the objectives of the program. It established a success rate of 48.7 percent, and New Jersey has a total of 1,088 applicants. Contents of this report provide a complete definition and evaluation of the program; also provided are statistical data and all the forms and questionnaires used in the program. It is concluded that there was a definite need for the MEDIHC Program in New Jersey for both veterans and civilians. This is proven by a 48.5 percent placement rate. Openings existed constantly in the fields of physical therapy, medical laboratory technology, respiratory technology, radiologic technology, and medical record technology. These findings eventually served as a basis for the Expanded MEDIHC Program. It was suggested that if another serviceman's and/or veterans program is ever started, an educational program among military commanders, information services offices and education counselors is vital to insure that MEDIHC personnel have access to the military bases and separating personnel. Tables, questionnaires and official communications tools used by the project are included. (LC)

****
* Reproductions supplied by EDRS are the best that can be made *
* from the original document. *
****

HRP-0902204

Health Research & Education Foundation of New Jersey.
760 Alexander Road, Princeton, New Jersey 08540
609 - 452-9280
Jack W. Owen, President



FINAL REPORT

September 30, 1977
to
September 30, 1979

U S DEPARTMENT OF HEALTH, EDUCATION & WELFARE
NATIONAL INSTITUTE OF EDUCATION
THIS DOCUMENT HAS BEEN REPRODUCED EXACTLY AS RECEIVED FROM THE PERSON OR ORGANIZATION ORIGINATING IT. POINTS OF VIEW OR OPINIONS STATED DO NOT NECESSARILY REPRESENT OFFICIAL NATIONAL INSTITUTE OF EDUCATION POSITION OR POLICY

BEST COPY AVAILABLE

ED 189979

MILITARY EXPERIENCE DIRECTED INTO HEALTH CAREERS

MEDIHC

This report is made pursuant to Contract No. HRA 231-77-0063. The amount charged to the Department of Health, Education and Welfare for the work resulting in this report (inclusive of the amounts so charged for any prior reports submitted under this contract) is $68,836.00 for the total of the past two years on the contract. The names of the persons employed or retained by the contractor, with managerial or professional responsibility for such work, or for the content of the report, are as follows: Mr. Thomas Gallagher, Project Director; Mr. Barry Anderson, Counselor/Recruiter; and Miss Carolyn Wigley, Staff Assistant.

HE 012 910

NEW JERSEY OPERATION MEDIHC

(Military Experience Directed Into Health Careers)

Final Report
Covers Period of Performance
During
September 30, 1977 -- September 30, 1979

Contract No. HRA 231-77-0063

Contractor
Health Research and Educational Trust
of New Jersey
760 Alexander Road, CN 1
Princeton, New Jersey 08540

Project Director: Thomas F. Gallagher

Sponsor
DEPARTMENT OF HEALTH, EDUCATION, AND WELFARE
Health Resources Administration
Contract Operations Branch
Center Building, Room 9-22
3700 East-West Highway
Hyattsville, Maryland 20782

Total Price of Contract: $68,836.00

JUN 13 1980

TABLE OF CONTENTS

	Page No.
Preface	IX
Abstract	XI
Introduction	1
Scope of Work	3
Summary of Activities and Accomplishments	6
Table One	8
Table One A	9
Visit the Military Bases on a Periodic Schedule	10
Counsel and Referral for Placement	11
Collection of Statistical Data	12
Table Four	13
Understanding and Acceptance of Military, Applied Health Education as Equivalent of Civilian Education	14
Employment of Veterans in Public Health and Preventive Medicine	15
Public Information	16
Attendance at MEDIHC Conferences	17
Support to the Program	18
Program Evaluation	21
Conclusions and Recommendations	24
Chart One	26
Chart Two	27
Chart Three	28
Table Two	29
Table Three	30

Page No.

Addenda

EXHIBIT A - MEDIHC Application..... 31

EXHIBIT B - Letter of Receipt..... 33

EXHIBIT C - Referral Letter..... 34

EXHIBIT D - Follow-Up..... 35

EXHIBIT E - Applicant Status Form..... 36

EXHIBIT F - Newsletter..... 37

EXHIBIT G - Job Listing Sheet..... 42

EXHIBIT H - MEDIHC Brochure..... 43

EXHIBIT I - NJ Board of Nurses letter..... 44

EXHIBIT J - "Reporter" article..... 45

EXHIBIT K - "Jersey Jargon" article..... 46

EXHIBIT L - Miscellaneous Letters of Appreciation..... 47

Preface

The Project Director insured that the governments technical objectives were met. The Project Director provided the necessary information and coordination and monitored the projects overall performance. He directed the work and services toward fulfillment of contractual requirements. He planned, organized and directed the program and activities of the MEDIHC Program on a statewide basis; analyzed and solved technical program and personnel problems; insured proper reporting; had direct responsibility for budgetary requirements and expenditures; coordinated activities concerned with updating information of licensure and certification laws; interperted and reviewed legislation pertaining to health categories. Mr. Thomas F. Gallagher has served as Project Director since September, 1971.

The MEDIHC Counselor counseled service persons and veterans regarding employment, work-study programs, scholarships, grants, loans, and educational programs in the health field; disseminated current MEDIHC information; contacted health care employers to develop job opportunities; evaluated applicant's schooling and experience; coordinated counseling activities with other public agencies; and prepared statistical reports. Mr. Barry Anderson has served as MEDIHC Counselor since October, 1977.

The MEDIHC clerical staff provided invaluable service to the program. They provided information on the program, made job and educational referrals, were responsible for the follow-up activity, and made status checks. They compiled statistics and recorded data. Miss Carolyn Wigley is presently providing clerical assistance for the program.

Abstract

The MEDIHC Program was established to help alleviate a growing scarcity of qualified allied health personnel while, at the same time, providing a meaningful career continuation for medical personnel who were trained while serving in the military service.

From August, 1970 to December, 1971, prior to reciept of federal funding, the New Jersey MEDIHC Program had a difficult time in getting off the ground. In December of 1971, the MEDIHC Program really began to implement the objectives of the program. Since then, the MEDIHC Program has established a success rate of 48.7%, and New Jersey had a total of 1,088 applicants.

The Health Research and Educational Trust of New Jersey provided a state focal point of advice and assistance to returning health-trained veterans. Many veterans, (approximately 30-35%) were unaware of the counseling and referral services available to them through the New Jersey MEDIHC Program. These personnel received assistance as a result of publicity through the media and direct contact by the use of Veterans Administration printouts of recently separated service personnel. Telephone and personal interviews were also conducted. There was a definite need for this type of program in New Jersey.

INTRODUCTION

Operation MEDIHC was the result of manpower needs and Vietnam political considerations. The program was established as the result of a collaboration between the Department of Defense and the Department of Health, Education, and Welfare (HEW). MEDIHC received presidential sanction and, thus, assumed considerable importance to both private and public sections of the health industry. In addition, the military had invested large sums of money in the training of medical care and health personnel. The goal was to find educational and job opportunities for former members of the military service.

In August, 1970, Operation MEDIHC became operational in the State of New Jersey. The Governor of New Jersey designated the Health Research and Educational Trust of New Jersey to provide a central focal point for the New Jersey MEDIHC Program. The MEDIHC Program did not receive financial assistance until December 1, 1971. Therefore, only limited assistance to Vietnam-era veterans was provided during the period August 1970 through December 1, 1971.

The MEDIHC staff is most grateful to Ms. Alice B. Frazer, National MEDIHC Project Director for her continuous support and leadership from 1970-1979; Anthony Gilkey, Ed.D., our present National MEDIHC Project Director; and Lester Theophilakas, former Region II MEDIHC Coordinator, HEW, Health Manpower Branch. A special thanks is also extended to the New Jersey Military installations, the advisory assistance from personnel with expertise in health education and employment in the health field, and many others too numerous to list who willingly contributed their time to the MEDIHC Program. We thank the employers and educators for their willingness to understand the military education and experiences to provide the opportunities in

developing civilian health careers for our Vietnam-era veterans.

The contracts Scope of Work appears on pages 3 and 4. The comments on each item are included in the actions, accomplishments and problems during the period August 1970 through September 30, 1979. Statistics for this period also appear within the report.

Mr. Thomas F. Gallagher
Project Director
Health Research and Educational Trust of New Jersey

ARTICLE I - SCOPE OF WORK

A. Objectives

The Contractor shall furnish the personnel, materials, equipment and facilities necessary to administer the MEDIHC Program in the State of New Jersey and shall exert its best efforts to provide a State focal point of advise and assistance to all health trained veterans seeking to enter the civilian health services field.

B. Methodology

In pursuance of the above, the Contractor shall specifically:

1. Visit the military bases within the State on a periodic schedule, to counsel and refer to the appropriate State MEDIHC Agency all service personnel who are interested in civilian health careers;
2. Counsel and refer for placement all servicemen and veterans who are interested in a career in health in New Jersey by maintaining comprehensive information on health-related jobs, education programs, and financial assistance opportunities;
3. Follow-up all health-related placements six months and one year after initial placement to determine current status of applicant;
4. Promote the understanding and acceptance of military applied medical education as the equivalent of civilian allied health education;
5. Encourage the employment of veteran medics in occupations in the fields of preventive health care and public health for which military allied medical education and experience are, in whole or in part, suitable preparation;
6. Maintain a continuing targeted public information program on Operation MEDIHC throughout New Jersey;
7. Encourage and promote MEDIHC Program arrangements with neighboring states;

8. Attend all regional, bi-regional, and national MEDIHC conferences called by the Regional and/or National MEDIHC Coordinator.

ARTICLE II - ARTICLES or SERVICES to be FURNISHED and DELIVERY TIME

The Contractor shall submit to the Contracting Officer, Health Resources Administration, Contract Operations Branch, Center Building, Room 9-22, 3700 East-West Highway, Hyattsville, Maryland 20782, as indicated, the following items in the quantities and during the period listed below:

ITEM	DESCRIPTION	QUANTITY	DELIVERY TIME
1.	Case Disposition Reports	2 copies	Quarterly January 15, April 15, July 15, and October 15
2.	Quarterly Statistical Reports	2 copies	Quarterly - See Above
3.	A draft of a comprehensive final report on the veterans' program as outlined below: a) A summary of progress made toward the operational objective for the MEDIHC Program with a discussion of reasons for any failure. b) A description of activities undertaken to accomplish each task specified in the Scope of Work, including the nature and quanity of	4 copies	August 20, 1979

ITEM	DESCRIPTION	QUANTITY	DELIVERY TIME
	cooperative efforts with military and other agencies and organizations and the nature and results of following activities.		
	c) Data showing the number of applications for services, the number and results of counseling and referral actions.		
	d) Estimated total MEDIHC program-related expenditures including Federal funds plus State generated funding.		
4.	A finished report which incorporates the changes indicated by Project Officer review.	6 copies	September 30, 1979

SUMMARY OF

ACTIVITIES AND ACCOMPLISHMENTS

August 1970 -- September 30, 1979

The New Jersey MEDIHC Program was very successful in the recruitment of new applications as it received a total of 1,088 applications since the program began.

Concerning the new applicants' objectives upon discharge from the service, 42 percent were seeking jobs, 22 percent wished to further their education, 20 percent sought both work and continued schooling. and 6 percent were unsure of their objective.

The majority of applicants, 64 percent were between 21 and 30 years of age, 4 percent were 30 years old, 19 percent were between 31 and 40 years, 10 percent between 41 and 50, and 3 percent were 50 years of age or older.

Fifty-three percent of the MEDIHC applicants came from the Army, 19 percent were Navy veterans, 22 percent had been in the Air Force, and 6 percent served in the Marine Corps and U.S. Coast Guard.

The MEDIHC Program successfully placed a total of 530 applicants in jobs or educational institutions. Thus, MEDIHC achieved a 48.7 percent successful placement rate. Breaking this down, 30.1 percent were placed in employment, 2.4 percent in work and school, 1.1 percent were placed in work training programs, and 15 percent were placed in educational institutions. This compares with 51.3 percent other closures, 5 percent re-enlisted, 7.9 percent transferred out of state, 11.3 percent were unable to be placed in an allied health career, and 30.6 percent were closed for other reasons (see Table 1).

The majority of cases closed for other reasons was due to an inability to locate applicants. The New Jersey veteran populations is very mobile. Many applicants do not leave a forwarding address when they move, even though MEDIHC staff stressed the importance of keeping in touch with us. Also, it remained difficult to adequately provide employment placement services to those out-of-state applicants who contacted us for referral to a job but refused to come to the job interview unless the employer is willing to pay their travel expenses or hire them through a telephone interview. Most employers are reluctant to provide this type of service. Subsequently, this action keeps the applicant on our open caseload creating an inefficient placement rate.

Table Number One

New Jersey MEDIHC Program (1970-1979)

	Total # of Applicants	1088	
1.	Successful Outcomes	530	48.7%
a.	Work Full Time	328	30.1%
b.	Work and School	27	2.4%
c.	Work Training Program	12	1.1%
d.	School Full Time	163	15.0%
2.	Other Outcomes	558	51.3%
a.	Unable to place in health field	123	11.3%
b.	Re-enlistment	16	1.5%
c.	Transferred to other states	86	7.9%
d.	Unable to locate/moved; left no forwarding address	333	30.6%
3.	Cases pending	0	
4.	Success Rate (%)		48.7%
5.	Cost per placement* -- $310.17		

*Using a 30% figure for the approximate time allocated to MEDIHC during the MEDIHC/AHPS Program in effect during the final two years, this figure becomes $219.25.

Table Number One A

New Jersey MEDIHC Program*

	Total # of Applications	166
1.	Number of Successful Outcomes	80
a.	Work Full Time	56
b.	Work and School	1
c.	Work Training Program	1
d.	School Full Time	22
2.	Number of Other Outcomes	86
a.	Unable to place in the health field	41
b.	Re-enlistments	3
c.	Transferred to other states	13
d.	Unable to locate/moved; left no forwarding address	29
3.	Cases pending	0
4.	Success Rate (%)	48.2%
5.	Cost per placement --	$258.13

*Pertaining only to the last two contract years - 1977 and 1978.

Visit the Military Bases on a Periodic Schedule

Visits were made to military bases in New Jersey on a regular basis. (Fort Dix, McGuire AFB, Lakehurst Naval Air Station, Fort Monmouth) Career counseling was provided to separating military personnel who either had a health background or expressed an interest in a health career.

Information regarding employment and educational opportunities was presented. MEDIHC staff assisted with personal career development, resume writing and interviewing techniques. Military personnel were made aware of New Jersey's licensure and certification requirements.

Military personnel expressing an interest in locating in a state other than New Jersey were referred to the designated state MEDIHC agency, or to the Employment Service Office, Department of Labor in those states where MEDIHC was no longer functioning.

COUNSEL AND REFERRAL FOR PLACEMENT

The New Jersey MEDIHC Program enrolled and assisted 1,088 Vietnam-era veterans seeking health careers, of this amount 166 were processed during the period of September 30, 1977 and September 30, 1979. (See Tables 1 and 1A) In all cases veterans were provided career information on health professions and occupations; personal interviews with educators, counselors and health professionals concerning course offerings and/or specific educational institutions; guidance and assistance toward decision making in education and/or employment; financial assistance information; plus referrals to, and interviews with, health personnel employers.

New Jersey, New York and Pennsylvania MEDIHC agencies participated in a shared services system whereby resumes of recently separated Vietnam-era veterans living adjacent to each state could be referred and avail themselves of placement opportunities as they became available.

A MEDIHC newsletter was published and distributed to over five hundred health employers throughout the state. This was a listing of job ready applicants which gave addresses, geographical preference, and a paragraph on the background of each applicant (see EXHIBIT). When an employer was interested in an applicant on the listing, the employer called the MEDIHC office to arrange to contact the applicant.

City, county, state, and federal agencies requested MEDIHC's assistance from time to time to work on manpower needs within the state. This was a cooperative effort and was moderately successful for each entity.

The MEDIHC office received federal, state, county and city job opportunity bulletins. MEDIHC also received bulletins from colleges, hospitals, and medical centers. Newspaper job listings were also utilized. MEDIHC

staff was involved in making referrals with the use of these tools. The MEDIHC office was highly successful in gathering information on job opportunities.

All MEDIHC staff was involved in referring applicants to jobs, schools, and work training programs.

Collection of Statistical Data

MEDIHC staff collected data from application forms and transferred this to registration sheets. This data was collected and used for monthly, quarterly and year-end reports. A six month and one year follow-up system was used to check on each applicant. The New Jersey MEDIHC Program experienced a better than average follow-up return (62%). The applicants who responded to follow-up contacts were very appreciative of MEDIHC's interest in them and all said that no other agency provided that type of service or interest; however, they represented a minority (see Table 4).

Table Number Four

One Year Follow-Up of Placements

Total Questionnaires mailed	860
Total Questionnaires received	532
% Returned	62%

Sample results of 12 month follow-up questionnaire of applicants registered from October 1977 to August 1978.

Amount sent out -- 80 Amount Returned -- 52 65% returned follow-up

Original Placements		12 Month Follow-Up	
Health Work	21	Health Work	19
School	11	School	9
Non-Health	20	Non-Health	24

UNDERSTANDING AND ACCEPTANCE OF MILITARY, APPLIED HEALTH EDUCATION AS EQUIVALENT OF CIVILIAN EDUCATION

This has been a very challenging area to promote. The "academic community" was somewhat reluctant in this regard. An attitude which was prevalent in some of the learning institutions seemed to be that of "why should we accept military-type training?". Promotional efforts made by MEDIHC staff have been a form of educating some of the academic staff to the standards of quality and proficiency which the military instructors expect of their students, and making the academic staff aware of the military job descriptions which are commensurate with those of a civilian occupation. MEDIHC Counselors made use of the book by Cornelius P. Turner, 1974 edition, A Guide for the Evaluation of Military Training, as a resource to further indoctrinate educators as to the related military training compared to civilian training.

When at all possible, MEDIHC applicants were encouraged to challenge state board examinations in those occupations requiring a state license. Those applicants who were college students, or plan to be such, were encouraged to challenge those health-related courses which they felt they had already gained knowledge and work experience while in the military.

EMPLOYMENT OF VETERANS IN PUBLIC HEALTH AND PREVENTIVE MEDICINE

The primary health care centers throughout New Jersey were provided information about the available veterans looking for employment in public health or preventive medicine. A close working relationship was also developed with other services such as family planning, home health agencies, dietary nutrition programs, health education, child care programs, psychological counseling, screening and referral. These centers which are community oriented providers of health care and address themselves to the peoples' basic needs also provided employment for those medically trained and educated former military personnel who resided in those communities.

The community mental health centers were also visited to promote the understanding of the military medical personnel with psychiatric, sociologic, psychologic and counseling background. The providers of psychiatric services were made aware of the Air Force Psychiatric Ward Specialist, the Navy Neuropsychiatric Specialist as well as the rehabilitation preparation of various specialists such as Physical Therapy Specialist, Occupational Therapy Specialist, Electroencephalogram Technician who all play vital roles in mental health.

Successful placements were also made in such areas of air pollution control, environmental protection sanitation, public health and vector control. These placements were made through the New Jersey Departments of Health and the Department of Environmental Protection.

PUBLIC INFORMATION

MEDIHC staff continually sought resources for disseminating information about the program. Public service announcements on radio and television stations were utilized with moderate success.

Newspapers throughout the state publicized MEDIHC services. In addition, the in-house publication, "The Reporter" published several informative articles describing the MEDIHC Program. (See EXHIBIT J).

Veterans groups, community organizations, educational institutions, state, county, and federal agencies were instrumental in referring applicants to MEDIHC. The National Alliance of Businessmen conducted veterans employment seminar programs to which the MEDIHC Project Director and MEDIHC Counselor were invited. College campuses had veterans' counselors who worked closely with the MEDIHC Program. Colleges also invited the MEDIHC Counselor to participate in career days, health fairs, and handicapped programs. Many local offices of the New Jersey State Employment Service employed Veterans Representatives and Disabled Veterans Outreach Program people who were extremely cooperative with MEDIHC. Comprehensive Employment Training Act offices were advised of and requested to participate in the MEDIHC Program. All these organizations and agencies promoted MEDIHC Program services. They passed out MEDIHC brochures and applications and also supplied the MEDIHC office with handouts on resume writing, interviewing, and on career fields. This cooperative effort was highly successful for all participants.

One of the most effective methods of publicizing MEDIHC services was by wor of mouth. A great many veterans heard about the program from other veterans, friends, and relatives.

ATTENDANCE AT MEDIHC CONFERENCES

Both the Project Director and Counselor participated in the National MEDIHC Conferences held in 1978 and 1979. These conferences provided an excellent opportunity to exchange ideas and to better service our applicants and employers.

SUPPORT TO THE PROGRAM

From August 1970 to September 30, 1979

Support received from the Health Research and Educational Trust of New Jersey, under the directorship of Mr. Joel May, Executive Vice President & Director of Center for Health Affairs, provided invaluable assistance to the MEDIHC staff in accomplishing the goals and objectives of the program. The Trust provided:

1. Facilities and Equipment:
   a. Office space
   b. Office furniture and equipment
   c. Access to duplicating machines
   d. Postal services
   e. Telephone services plus Wats line
2. Other Support:

   Accounting department maintains records on MEDIHC expenditures, performs payroll functions, maintains personnel records and oversees employee fringe benefits.
3. Work Room:
   a. Purchases MEDIHC supplies at discount rates
   b. Prints MEDIHC brochures, the monthly roster of available MEDIHC applicants, informational materials, form letters and follow-up questionnaires
   c. Prepares all mailing of MEDIHC materials as well as the handling of all incoming mail
4. The Public Affairs Department assists in preparation of news items and disseminates information to proper news media--television, newspapers and radio

5. The physical plant manager provides janitorial and maintenance services.

Time and space was provided by military installations for individual and group counseling sessions for military personnel planning to enter a civilian health career.

Much information was supplied to the military training personnel and military professional staff in regards to the civilian employment opportunities and education. The MEDIHC Coordinator worked closely with these educators to make them aware of the overall activities in the civilian health care facilities relating to staff development, credentialing process and the American Medical Associations' accredited allied health educational programs.

The military training personnel were available for MEDIHC conferences, workshops and seminars to provide civilian personnel with information regarding the preparation of military health personnel and their utilization in the civilian health sector.

From 1970 - 1972 the transition officers and counselors were visited at least every two weeks to counsel the separating military personnel. Many of the transition counseling personnel were not sufficiently knowledgeable about all the opportunities in education and/or employment areas of the civilian health field. It was obvious that the transition people did not have the preparation to counsel military health personnel and so the MEDIHC Counselor found it necessary to counsel transition counselors as well as the separating military personnel.

The Personnel Society made up of personnel directors of hospitals, nursing homes, special hospitals, rehabilitation centers, state and federal health care facilities gave of their personal time to support the

MEDIHC Program. MEDIHC staff was invited to attend many of their meetings for exchange of information.

Listing of those separating military personnel returning to New Jersey were made available through the cooperation of the Veterans Administration and the State Department of Labor. This process enabled New Jersey MEDIHC to reach a larger number of military personnel with a health background returning to the state.

PROGRAM EVALUATION

The MEDIHC effort served over 1,000 Vietnam-era veterans. The highest activity occurred between 1972-1977 when over 748 Vietnam-era veterans were provided health career counseling. In general, the characteristics of these veterans varied with regard to age, length of service, branch of service, officer and enlisted, color of skin, ethnic background, sex and marital status. However, it is fair to say that a high plurality of these individuals were between the ages of 19 and 24; with 4 years of less of service, held an enlisted rate, and were white, male and single.

The counseling activity was hampered, somewhat, due to our inability to talk with everyone person to person. While personal contact was made with a substantial number of applicants, many other applicants were counseled by telephone. With an increased travel budget and additional staff more people could have been counseled in person.

It is not known how many Vietnam-era veterans having health career goals were not contacted by our program. It can be said that all Department of Labor officials including local Veterans Employment Representatives and all military institutions; separation branches were aware of our service as a result of personal contacts, telephone contacts, and mail contacts. A large number of referrals were received because of these contacts.

The program was able to place 35.6% of the applicants into the civilian health work force. The breakdowns according to occupations and type of institution placed are shown in tables 2 and 3 respectfully in this text. Many of these placements were into entry level positions within hospitals. From follow-up done one year after placement, we learned that a number of veterans were able to gain increases in salary and promotions.

These individuals tended to be more educated and had more military experience. We were able to make veterans aware of a number of job opportunities that were in the health field but outside the hospital setting. Primary care centers, drug and alcohol centers, mental health clinics, federal, state and local agencies provided these health employment opportunities.

The work placement part of the program was not without its problems. To begin with, separating servicemen had very high expectations. They felt they were quite capable of assuming the same responsibilities in the civilian health field that they had assumed in the military. Some veterans were capable, but others were not. However, regardless of their competence, many veterans lacked the credentials (license, professional registration or certification) that would have enabled them to obtain comparable civilian health employment. Since the various civilian credentialing bodies were unwilling for the most part to revise their requirements in order to accommodate veterans, and the military establishment was unwilling for the most part to upgrade their health training programs to meet civilian requirements; the veteran was continually frustrated in his attempts at finding suitable employment.

Wages were another factor that created problems when trying to place veterans. We found that some health jobs paid little more than a veteran could make on unemployment compensation. Although many receiving unemployment compensation came to us for assistance in work placement, they were not that anxious to take the jobs at the health care institutions to which they had been referred. In other cases, the veteran found the pay much better in the non-health field. At least 11.3% of our 1,088 applicants accepted non-health employment.

Other problems encountered in the placement of our applicants included the unwillingness of the veteran to relocate and in some cases

his reloctance to maintain contact with us.

Close to 17.4% of our total placements went into health education programs. A significant achievement was accomplished by providing the guidance necessary to direct these veterans into accredited programs. We would often learn, after the fact, that many veterans who did not take advantage of our educational counseling ended up in courses that did not provide the education required to obtain the job they wanted. MEDIHC also provided important information on financial benefits available to Vietnam veterans. We were also able to convince some schools to give credit for military training and experience.

CONCLUSIONS AND RECOMMENDATIONS

There was a definite need for the MEDIHC Program in New Jersey for both veterans and civilians. This is proven by the 1,088 applicants seeking our service and further by the excellent successful placement rate and retention of veterans on the job.

During the period of August 1970 to September 30, 1979, a total of 1,088 applicants sought assistance. Of this amount, 597 wanted full time work; 299 wanted work and school; 162 wanted full time school; and 30 had not determined their objective. All of the 1,088 applicants have been closed.

530 were successfully placed into health careers with 328 employed full time; 27 were placed in work and school programs; 12 were placed in work training programs and 163 were placed in full time educational programs. These placements reflect a 48.7% placement rate. Refer to Tables 1 and 1A for average cost of placement.

Because of the somewhat unique relationship with statewide health employers, MEDIHC through the years began to notice certain allied health career fields which regulary exhibited statewide openings. Noticably, openings existed constantly within the fields of Physical Therapy, Medical Laboratory Technology, Respiratory Technology, Radiologic Technology, and Medical Record Technology. These findings eventually served as a basis for the Expanded MEDIHC Program which serves both the military and civilian population alike.

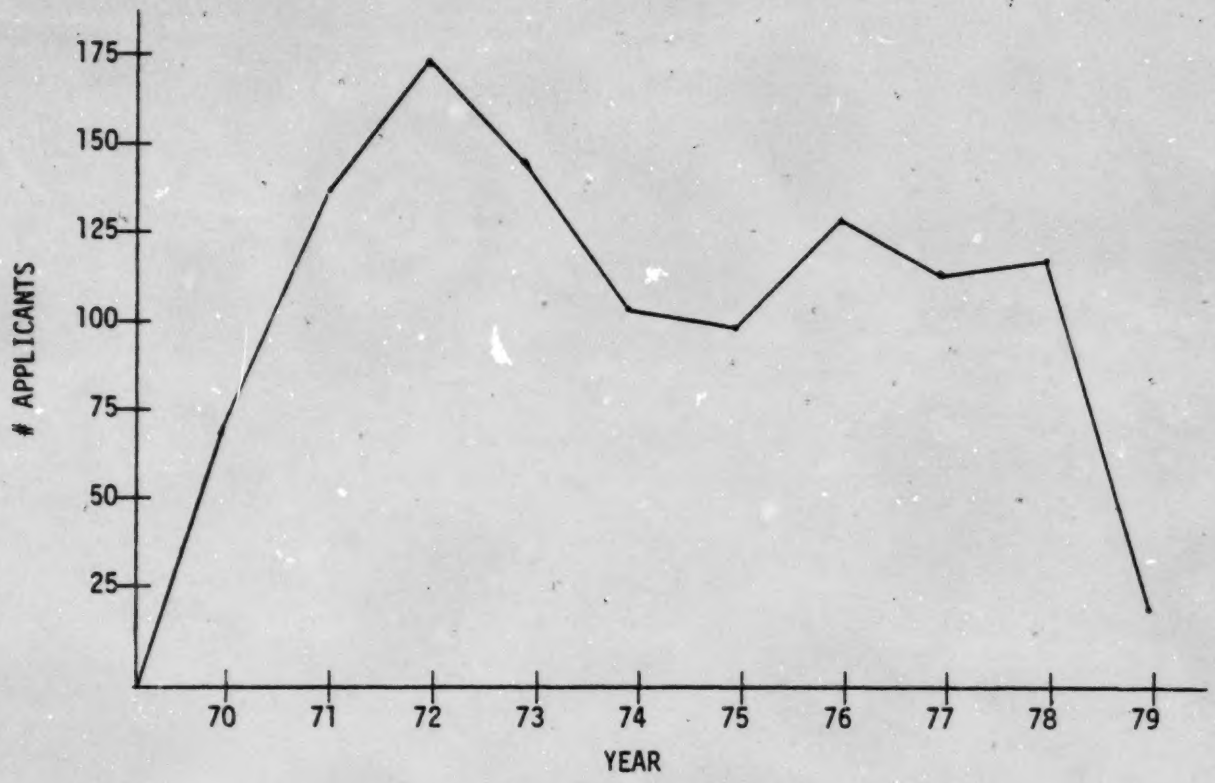
The educators of allied health personnel were made aware of the critical needs of health manpower and where these critical need persisted.

Both the Project Director and Counselor were asked to speak at job fairs and before students at colleges through New Jersey. MEDIHC personnel

have been looked on as a specialized team with a good reputation and were sought after by federal, state and local agencies.

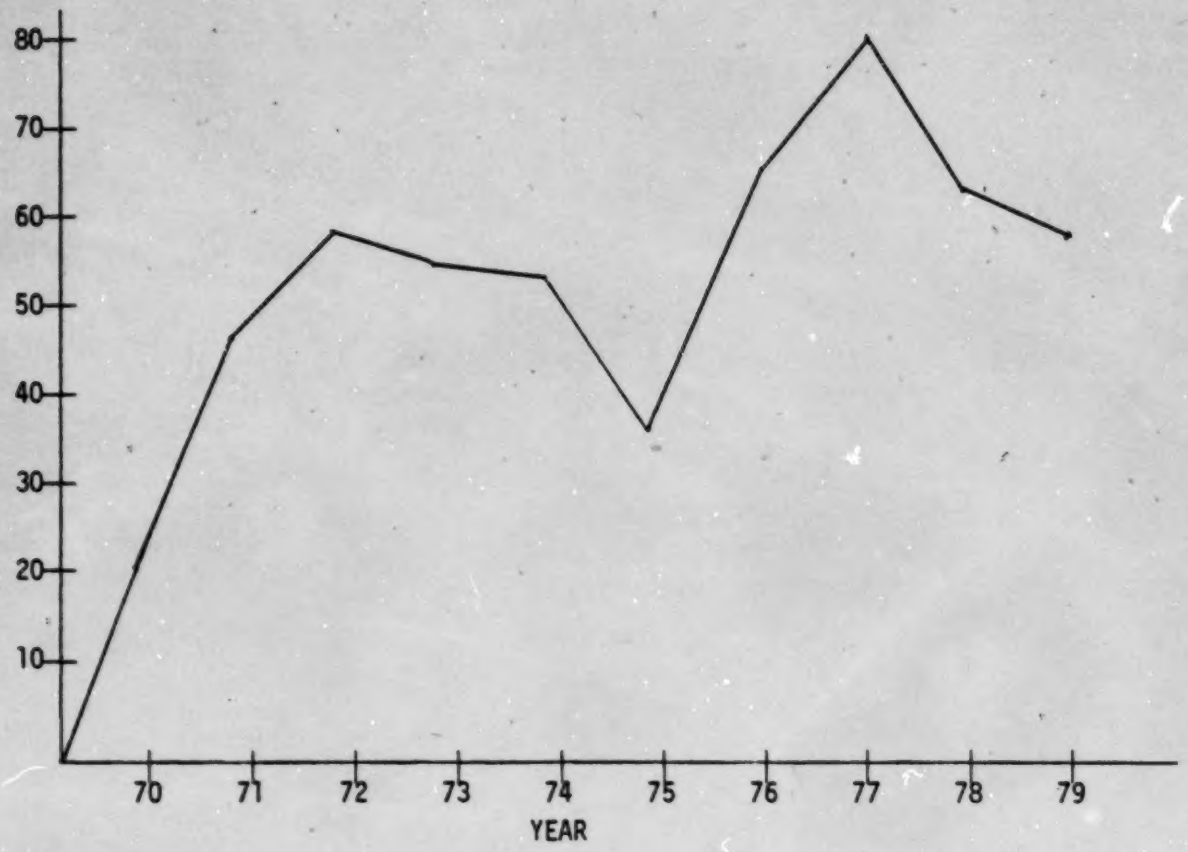
If another servicemans and/or veterans program is ever started, an educational program among military Commanders, Information Services Offices and Education Counselors is most important to insure that MEDIHC personnel have access to the military bases and separating personnel.

Chart 1. Number of Applicants Per Year



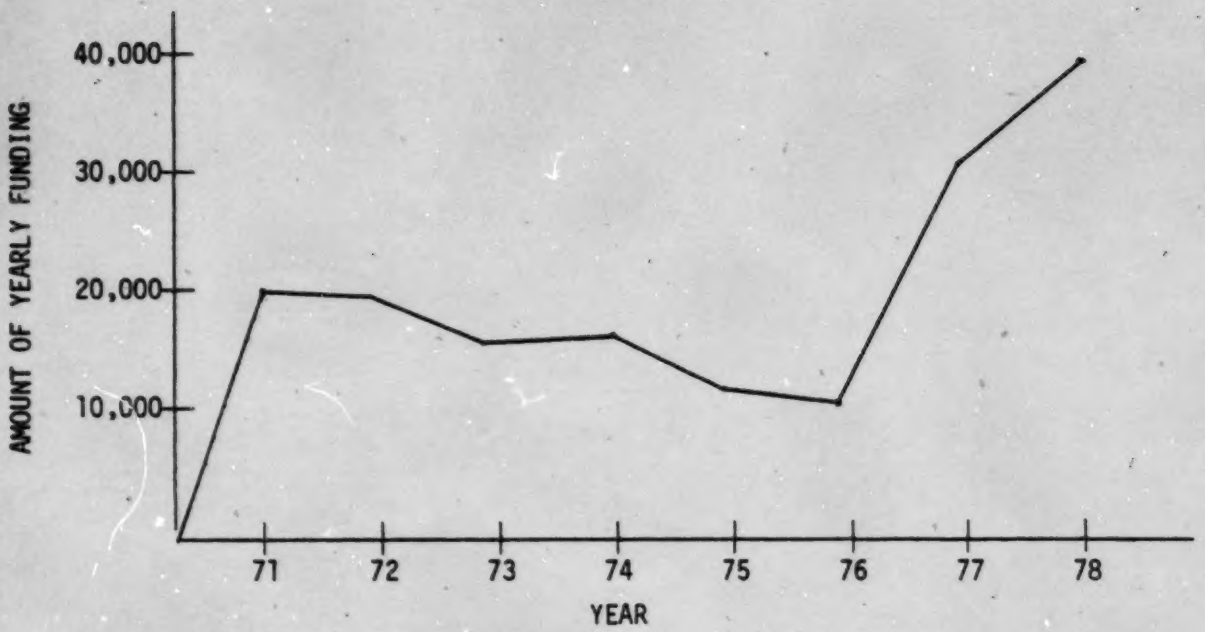
YEAR	# APPLICANTS
1970	71
1971	134
1972	173
1973	138
1974	101
1975	98
1976	125
1977	113
1978	115
1979	20

Chart 2. Number of Health Placements Per Year



YEAR	# HEALTH PLACEMENTS
1970	20
1971	45
1972	58
1973	54
1974	52
1975	36
1976	66
1977	79
1978	63
1979	57
TOTAL	530

Chart 3. MEDIHC Funding Per Year



YEAR	AMOUNT
1971	$20,000.00
1972	$19,500.00
1973	$16,750.00
1974	$17,500.00
1975	$11,306.00
1976	$10,500.00
1977*	$30,809.00
1978*	$38,027.00

*Increased dollar amounts reflect the Expanded MEDIHC Effort - AHPS - Allied Health Placement Service.

Table Number Two

Successful MEDIHC Placement by Occupation

Occupation	Number in Jobs	Number in School	Total	Percent
Biomedical Instrumentation	8	15	23	4.3%
Dental Services	11	7	18	3.4%
Environmental Health	5	4	9	1.7%
Laboratory Services	65	27	92	17.4%
Nursing Services	35	21	56	10.5%
Physicians, other Independent Practitioners & Physician Support personnel	47	25	72	13.6%
Radiological Services	17	10	27	5.1%
Other Health Occupations	187	46	233	44.0%
TOTAL	375	155	530	100.0%

Table Number Three

Successful MEDIHC Placements by Type of Employer

Type of Employer	# Placed	%
Hospital	157	42.7%
Clinics	25	6.8%
Labs	7	1.9%
Nursing Homes	15	4.1%
Private Physicians	17	4.6%
Local & State Government	45	12.3%
Federal Government	27	7.4%
Educational Institute	19	5.2%
Pharmaceutical Industry	19	5.2%
Other Industry	36	9.8%
TOTAL	367	100.0%

EXHIBIT A TRUST OF New Jersey 760 ALEXANDER ROAD CN-1 PRINCETON, NEW JERSEY 08540

OPERATION MEDIHC

(Subsidiary of Enterprise)

FORM APPROVED: O.M.B. NO. 68-R178

1. OFFICIAL USE ONLY	2. NAME (Last, First, M.I.) (Print)				3. MILITARY OCCUPATIONAL SPECIALTY CODE	
4. BRANCH OF SERVICE	5. LENGTH OF ACTIVE SERVICE. (Years)	6. SEPARATION DATE	7. AGE	8. MARITAL STATUS	9. NO. OF DEPENDENTS	
10. MILITARY ADDRESS AND PHONE NO.	11. HOME ADDRESS AND PHONE NO.			12. PRESENT DUTY ASGMT.		

13. WHAT DO YOU EXPECT TO DO THE FIRST YEAR AFTER LEAVING THE MILITARY SERVICE? (Check one)

☐ WORK FULL TIME (NO SCHOOL) ☐ WORK FULL TIME (SCHOOL PART TIME) ☐ WORK PART TIME (SCHOOL PART TIME) ☐ SCHOOL FULL TIME (WORK PART TIME) ☐ SCHOOL FULL TIME (NO WORK)

14. CIVILIAN EDUCATION – CIRCLE HIGHEST YEAR COMPLETED		15. HIGH SCHOOL MAJOR	16. GRAD.	17. COLLEGE MAJOR	18. HIGHEST DEGREE
1 2 3 4 5 6 7 8 9 10 11 12	13 14 15 16 17 18 COLLEGE		☐ YES ☐ NO		

19. LIST ANY HEALTH-RELATED LICENSE OR CERTIFICATION HELD AND DATE GRANTED

20. MILITARY SERVICE SCHOOLS

COURSE TITLE AND NUMBER	YEAR COMP'D.	WKS.

21. FOREIGN LANGUAGE PROFICIENCY	READ	SPEAK

22. WHERE DO YOU PREFER TO LIVE? (State, City)

23. LIST BELOW, IN ORDER OF PREFERENCE, THE HEALTH OCCUPATION(S) IN WHICH YOU ARE MOST INTERESTED. IF YOU HAVE SPECIAL QUALIFICATIONS FOR THE OCCUPATION(S), OTHER THAN THOSE SHOWN IN ITEMS 16-18 ABOVE, EXPLAIN UNDER "REMARKS."

OCCUPATION

- ☐ 001 Hospital Administrator
- ☐ 002 Health Planner
- ☐ 051 Medical Assistant
- ☐ 052 Medical Secretary
- ☐ 101 Medical Technologist
- ☐ 121 Microbiologist
- ☐ 151 Radiologic Technologist
- ☐ 201 Dietitian
- ☐ 261 Home Economist
- ☐ 321 Environmental Health
- ☐ 401 Medical Illustrator
- ☐ 431 Medical Record Librarian
- ☐ 451 Health Educator
- ☐ 501 Dentist
- ☐ 505 Dental Assistant
- ☐ 506 Dental Laboratory Technologist
- ☐ 531 Physician
- ☐ 561 Optometrist
- ☐ 571 Pharmacist
- ☐ 581 Podiatrist
- ☐ 591 Veterinarian
- ☐ 601 Registered Nurse
- ☐ 621 Licensed Practical Nurse
- ☐ 701 Occupational Therapist
- ☐ 721 Physical Therapist
- ☐ 751 Speech Pathologist and Audiologist
- ☐ 801 Psychologist
- ☐ 831 Social Worker
- ☐ 911 Non-College Occupations
- ☐ 921 Surgical Assistant
- ☐ 931 Inhalation Therapist
- ☐ 932 Circulation Technologist

Other _____

REMARKS

1. List the three occupations that interest you most: (a); (b); (c).
2. Describe what you do and how long you have worked in your present job.
3. Explain your other job duties in the service and how long you worked in each one.
4. Describe the civilian jobs and duties you have had and how long you worked in each one.

Use the reverse side of this form for answering and refer to each item by number.

If you have a resume, please send this to us.

PERSONAL RECORD CONSENT:

I DO ☐ DO NOT ☐ GIVE MY CONSENT FOR RELEASE OF SERVICE RECORD INFORMATION ON MY TRAINING AND EXPERIENCE FOR USE IN PROVIDING BACKGROUND INFORMATION FOR COUNSELING AND JOB PLACEMENT SERVICE IN THE MEDIHC PROGRAM. I UNDERSTAND THAT THIS INFORMATION WILL BE RESTRICTED TO MEDIHC PARTICIPATING AGENCIES ONLY.

SIGNATURE	26. DATE

38

(Use reverse for additional remarks, refer to items by number)

RESUME WORKSHEET
The MEDIHC Program

Instructions: Your objective, in completing the MEDIHC application, writing a resume, or personally applying for employment, should be to "market" your background and goals in a positive and informative format. You should present your experience and training to show the quality, scope, and results that are important to the reader. In other words, try to give the civilian hospital personnel director the greatest number of reasons to consider you for employment. First describe your most recent experience, then enter information in the recommended order shown below. Include civilian experience if it is related to your present employment objectives. Write clearly and completely. Avoid using military terminology or abbreviations, or, if you must use them, explain them:

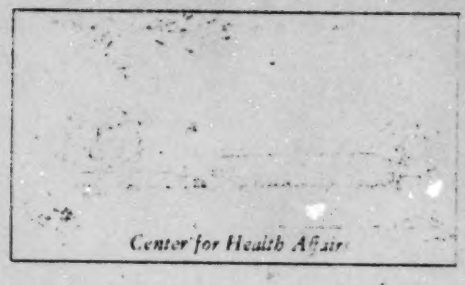
Dates	Name of Hospital (or unit) and location Title of Position plus MOS number (Military Occupational Specialty).
mon./yr.-mon./yr.	Describe your background to show: a) general duties and responsibilities performed, and for whom (unit or physician) b) variety of tasks performed, learned in formal or informal instruction periods, or self-taught c) techniques and equipment used d) supervisory experience (formal or informal) e) kind and quality of results produced and for whom (patients? doctors?, administrators?) f) promotions, commendations, etc., that you have received g) name and title of your immediate supervisor or other medical person who is personally familiar with your qualifications, and in addition, willing to give you good references. Enter his/her duty telephone number. Also enter your own duty and home telephone numbers.

The Resume Worksheet, when completed, can be attached to the MEDIHC questionnaire, and forwarded to the appropriate MEDIHC Director.

Health Research & Educational Trust of New Jersey.

760 Alexander Road ☐ CN 1 ☐ Princeton, New Jersey 08540
609 - 452-9280

Jack W. Owen, President



MEDIHC/AHPS PROGRAM

Dear Applicant:

Thank you very much for applying to our New Jersey MEDIHC/AHPS Program. Your application and resume is being processed. We are immediately beginning to contact prospective health employers on your behalf.

Please take note that in many careers, obtaining suitable employment may take quite some time. We, therefore, suggest you do not entirely abandon your own individual quest for employment. Always remember to keep us informed of your employment status; and if it should change, please notify us immediately.

Be assured that this office will do everything possible to help you obtain that "special" position!

Sincerely yours,

Barry Anderson

MEDIHC Coordinator

ds

Hospital Research &
Educational Trust of New Jersey.

760 Alexander Road, CN 1, Princeton, New Jersey 08540
609 - 452-9280

Center for Health Affairs

MILITARY EXPERIENCE DIRECTED INTO HEALTH CAREERS (MEDIHC)

Dear Sir:

Enclosed is a copy of HRA-17-1 Operation MEDIHC Referral form and/or resume pertaining to _____ who is seeking employment in your area. Any assistance you can offer will be appreciated.

Please complete the questionnaire below and return it to us for our files.

Sincerely yours,

Barry Anderson
Counselor

BA:di

Did you contact the applicant(s)?

Did the applicant(s) respond?

Did the applicant(s) want the job?

Did you hire the applicant(s)?

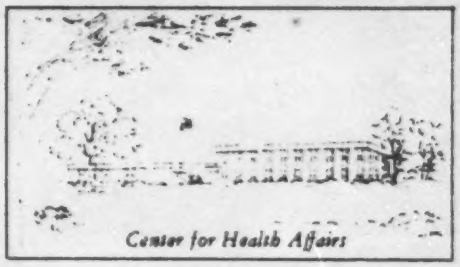
Please return the questionnaire to: Mr. Barry Anderson
Counselor, MEDIHC Project
Hospital Research and Educational Trust
760 Alexander Road, CN 1
Princeton, NJ 08540

XHIBIT D

Health Research & Educational Trust of New Jersey.

760 Alexander Road ☐ CN 1 ☐ Princeton, New Jersey 08540
609 - 452-9280

Jack W. Owen, President



MEDIHC/AHPS Program

Dear Applicant:

Please fill in the following AHPS questionnaire.

1. I am currently seeking a position as _____.

2. Have you been contacted by prospective health employers during the past year?

   _____ Yes _____ No

3. Have you changed employers during the past year?

   _____ Yes _____ No

   If so, where? _____

   _____

   _____

4. How long have you worked for your present employer? _____

5. (If applicable) I am seriously seeking to change employment because: _____

   _____

   _____

6. Would you like to be listed again in our MEDIHC/AHPS Newsletter?

   _____ Yes _____ No

NEW JERSEY MEDIHC/AHPS PROGRAM

Name _____ MEDIHC AHPS Number _____ STATUS: OPEN CLOSED

Occupational Title _____

DATE	ACTION TAKEN

COMMENTS

REASON FOR CLOSING

clw

Health Research & Educational Trust of New Jersey.

760 Alexander Road — CN 1 — Princeton, New Jersey 08540
609 - 452-9280

Jack W. Owen, President

December 8, 1978

MEDIHC/AHPS NEWSLETTER
(Please Pass on to Personnel Director)

The MEDIHC/AHPS program is a FREE service to your institution administered by the New Jersey Hospital Association with funding from DHEW, PHS.

SITE SERVICES. An increased number of field visits are being planned during 1979 in order for AHPS to gain a better understanding of your immediate/long range health manpower needs. If you would like an AHPS representative to visit your facility in the near future, please call or write our office as soon as possible. Our office telephone number is 609-452-9280, extension 225.

Colleges and universities who would like to have an AHPS representative visit their campus and meet with graduating seniors (only our designated maldistributed health careers) are urged to apply. Our office is open from 8:45 to 4:45.

With the holiday season closing in upon us, I would like to take this time to wish each and every one a Merry Christmas and a Happy New Year. May God bless each and every one of you and solve all your personnel needs during the coming year.

Sincerely,

Barry Anderson

Barry Anderson
Counselor/Recruiter

BA:cw
Enclosure
A-392-78-R

Name	Position Desired and Education and Experience	Date Available and Location Preference
	ADMINISTRATIVE, PERSONNEL AND PLANNING	
191 12 Clayton Court Milltown, N.J. 08850	B.S. in Philosophy. Grad studies in Theology. Has administrative experience with C.T. Scanning program. 10 years experience as Director of Special Services for large hospital complex.	Immediately; central New Jersey area.
193 1038 Inwood Terrace Fort Lee, N.J.	B.A. in Biology, M.A. in Health Science; Ball State University and Rutgers University. Certificate program in Hospital Management. Currently employed for a New Jersey health planning center. Duties include coordination of services, inventory control, health education program planning, newsletter writing and various research activities.	Immediately; willing to relocate.
198 48-D Aspen Hill Deptford, N.J. 08096	Individual seeks responsible position involving position as Hospital Business Office Manager. Has 11 years experience in California hospitals as Business Office Manager. Duties included management of three supervisors and 20 employees in such areas as admitting, data processing, insurance billing, collectors and cashiers.	Immediately; Deptford, N.J. area.
200 104 Quentin Ave. New Brunswick, N.J. 08901	B.A. in Communications, Connecticut College. Individual is interested in obtaining a Hospital Public Relations/Communications position. Currently employed as Director of P.R. for large Middlesex County health oriented non-profit organization. Responsibilities include news releases, newsletter, audio-visual productions, speaker, etc.	Immediately; central New Jersey area.
204 86 Gibian Street Edison, N.J. 08817	Licensed Nursing Home Administrator in N.J. - seeks permanent full-time employment in health field. Currently serving as Voluntary Services Specialist in large central New Jersey hospital. Has worked as Outreach worker and Assistant Administrator.	Immediately.

Name	Position Desired and Education and Experience	Date Available and Location Preference
208 63 W. 56th St. Bayonne, N.J. 07002	B.S. in Health Services Administration, Quinnipiac College, Hamden, Connecticut. Seeks position in management or related area in health care institution. Familiar with Medicare and Medicaid Reimbursement procedures.	Immediately; New Brunswick, Edison, Ft. Lee areas. Willing to work any hours, shift work and weekends.
	CLINICAL LABORATORY SERVICES	
199 1305 Iris St. Los Alamos, N.M. 87544	A.M.T. - M.L.T. B.A. from American U in Washington, D.C. and Atlanta College of Medical Asst. Graduated Cum Laude - Med. Tech. Employed at Los Alamos Med. Ctr, New Mexico. Trained in the areas of chemistry, hematology, serology, urinalysis/stone analysis and coagulation.	Immediately; statewide. Can work weekends, shift work
201 850 Summit Ave. Westfield, N.J. 07090	M.T., ASCP. A.A.S. - Medical Lab Tech., Union County Tech Institute. Currently employed in hematology dept. for large central New Jersey hospital. Prefers research and development for large pharmaceutical company.	Immediately; central and northern N.J.
203 625 Palisade Ave. Englewood Cliffs, N.J. 07632	M.T., ASCP. B.S., Douglass College, School of Med. Tech., Morristown Hospital, Morristown, New Jersey. Extensive training in bacteriology, blood banking, chemistry (special and nuclear), hematology, immunology and serology.	Immediately. Schedule flexible, will travel, relocate. Salary open.
205 123 West 24th St. Bayonne, N.J. 07002	B.A., Jersey City State College, Biology. Interested in laboratory work in the fields of endocrinology, microbiology, genetics, organic and inorganic chemistry.	Immediately; Hudson County area.
206 255 Schley Pl. Teaneck, N.J. 07666	M.T., ASCP. B.S. in Med. Tech., University of Wisconsin. Magna Cum Laude. Employed five years in clinical chemistry lab for 1,200 bed Queen Mary Hospital, Hong Kong. Familiar with operation of Technicon SMA 6/60, AA1, AA2, Abbott ABA-100, electrophoresis of serum proteins and lipoproteins, colum and thin layer chromatography, etc.	Immediately; northern N.J. area.

Name	Position Desired and Education and Experience	Date Available and Location Preference
207 1270 Orange Ave. Union, N.J. 07083	M.L.T., ASCP. B.S. in Biology, A.A.S., M.L.T., Union County Tech. Institute. Two years experience for northern state blood center. Familiar with typing of blood, RIA testing for hepatitis, antibody screening, freezing, thawing and washing red blood cells and blood component processing.	Immediately; Essex and Union counties. Prefers days; can work weekends.
224 2132 Bolton St. Baltimore, Maryland 21217	Chief Med. Tech. B.A. in Biology from Olivet Nazarene College, Kankakee, Illinois. Currently employed as laboratory manager for large medical laboratory in Baltimore, Maryland. Has experience with SMA 12/60, 6/60, Smart System, Abbott ABA-100, Corning and IL blood gas, Coulter Counter (models Sand F), Searle Automated Gama Counter and Gilford 3500.	Immediately; Trenton area.
232 213 Grant St. Perth Amboy, N.J. 08861	A.A.S., M.L.T., Middlesex County College, Edison, New Jersey. Currently employed in medical lab dealing with formulation of weights of chemical for medicines and vitamins.	Immediately, can relocate. Willing to work shift work and weekends.
235 51 Rosehill Pl. Irvington, N.J. 07111	M.L.T., ASCP. C.L.A., ASCP. B.S. in Medical Technology from Rutgers University. Interested only in microbiology.	Immediately; can relocate. Willing to work shift work and weekends.
78-103 630 Prosper Ave. Roselle, N.J. 07203	Medical Lab Spec. Six years USAF, Medical Lab Tech. B.A. in Biology from Kean College, Union, New Jersey. Vast experience in performing laboratory tests in the field of chemistry, bacteriology, TB and mycology.	Immediately.
	RADIOLOGY SERVICES	
230 1199 Ocean Avenue Brooklyn, N.Y. 11230	L.R.T. Kings County Hospital of Radiologic Technology. Four years experience. Familiar with all radiologic procedures and examinations.	Immediately; East/West Oranges (no further than Exit 3 on N.J. Turnpike) Any hours and shift work.

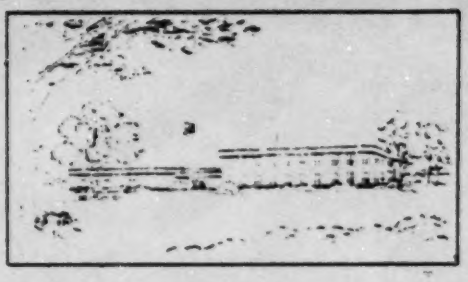
Name	Position Desired and Education and Experience	Date Available and Location Preference
	RESPIRATORY THERAPY SECTION	
234 660 Maple Ave. Elizabeth, N.J. 07202	R.R.T., NBRT. Brookdale Community College, A.A.S. Five years experience as Respiratory Tech. Currently shift supervisor of respiratory therapy department.	Immediately; 30 mile radius of Elizabeth, N.J.
	PROFESSIONAL SERVICES	
192 500 Smith Lane Mt. Holly, N.J. 08060	Physicians Assistant - CNCPA. B.S. in P.A./Health Care Sciences, University of Nebraska. Four years experience USAF hospital, Beale AFB, California as senior physicians assistant. Performed primary patient contact, screening, history and physicians exams. Initiated and followed treatment plans or made referrals where appropriate.	Immediately.
	NURSING	
197 12 Short Street #2 Brookline, Mass.	Baccalaureate R.N. Currently employed at Boston's floating hospital, Tufts N.E. Medical Center.	Immediately; Princeton area only.
78-102 106 Pelham Rd. Delran, N.J. 08075	R.N. Army experience in adult med.-surgical ward, extensive care, rec. room and clinic. Served as charge nurse (rotating shifts) on 30 bed general surgery ward.	Immediately.
	MEDICAL RECORDS	
195 170 Tabor Rd. Morris Plains, N.J.	B.S. in Med. Rec. Administration. Five years director's experience. Currently employed as Chief Health Info Director, North Communities Health Plan, Evanston, Ill.	Immediately.
	MEDICAL ASST., AID & ORDERLY	
196	Four years USN - hospital corpsman. Interested in position as orderly while attending college.	Atlantic City & adjacent areas - part-time Tues. & Thurs., evenings & weekends.

Hospital Research & Educational Trust of New Jersey.

At the Center for Health Affairs
CN 1 a Princeton, New Jersey 08540

Jack W. Owen president

609-452-9880



JOB LISTING SHEET: **Date Mailed:** _____

Hospital Name _____ **Telephone** _____

Address _____ **City/State** _____

Contact Person/Title _____

POSITION TITLE STARTING DATE

(1) _____

_____ **Salary Range** _____

(2) _____

_____ **Salary Range** _____

(3) _____

_____ **Salary Range** _____

Experience/Educational/Background Requirements:

(1) _____

_____

(2) _____

_____

(3) _____

_____

Licensure Requirements:

(1) _____

(2) _____

(3) _____

Other Information: _____

_____

_____

_____

EXHIBIT H

Military Experience Directed Into Health Careers

NEW JERSEY MEDIHC PROGRAM

HOSPITAL RESEARCH AND EDUCATIONAL TRUST
OF NEW JERSEY
~~RESEARCH PARK, 1101 STATE ROAD~~
PRINCETON, N. J. 08540

760 Alexander Rd, CN1

43
51

NEW JERSEY MEDIHC PROGRAM
HOSPITAL RESEARCH AND EDUCATIONAL TRUST
OF NEW JERSEY
RESEARCH PARK, 1101 STATE ROAD
PRINCETON, NEW JERSEY 08540

Write to:

NEW JERSEY MEDIHC PROGRAM

HOSPITAL RESEARCH AND
EDUCATIONAL TRUST OF NEW JERSEY
760 Alexander Rd, CN1
~~RESEARCH PARK, 1101 STATE ROAD~~
PRINCETON, NEW JERSEY 08540

or call:

(609) ~~924-4124~~ 452-9280

•

Project Director
THOMAS F. GALLAGHER

This Program is in cooperation with the U. S. Public Health Service, National Institutes of Health, Bureau of Health Manpower Education.

50

FACTS
on the
New Jersey MEDIHC Program

• The NEW JERSEY MEDIHC PROGRAM is one component of a nationwide program called Operation MEDIHC — a program designed to help men and women who received health training while in military service to capitalize on the training when they return to civilian life.

• The NEW JERSEY MEDIHC PROGRAM will also assist those who served in military fields unrelated to health and who are interested in pursuing civilian health careers.

• The NEW JERSEY MEDIHC PROGRAM provides counseling and vocational guidance for veterans. *The project does not provide any educational programs,* but information on programs will be forwarded upon request.

• The NEW JERSEY MEDIHC PROGRAM puts employers and educators of health personnel in contact with veterans interested in pursuing health careers.

• The NEW JERSEY MEDIHC PROGRAM Headquarters are in Princeton, New Jersey. In addition there are counseling sites at Ft. Dix, Ft. Monmouth and McGuire AFB.

• The NEW JERSEY MEDIHC PROGRAM does not charge for its services.

• The Hospital Research and Educational Trust of New Jersey has been designated as the official coordinator for the MEDIHC Program in New Jersey since 1970.

• A grant from the U. S. Public Health Service, National Institutes of Health, Bureau of Health Manpower Education has enabled New Jersey's MEDIHC Program to expand its referral services and personal counseling services.

[redacted]

serving

VETERANS

You may be one of the many veterans who have received valuable health training and experience while in the military. If so, the New Jersey MEDIHC Program urges you to take advantage of this training and experience by directing your energies to a comparable job in the civilian health field, a field which is constantly demanding increased numbers of health personnel.

But what if you wish to expand upon your health training and experience? Or what if your military assignment was in a non-health occupation? In such instances, the New Jersey MEDIHC Program urges you to consider the numerous educational institutions in the State of New Jersey which offer a broad array of programs for health careers.

How MEDIHC Serves Veterans

- Identifies specific job opportunities and puts applicants in direct contact with employers.
- Provides information on health occupations.
- Provides information on educational opportunities.
- Sends a roster of applicants, along with brief descriptions of their objectives, past experience, address and phone number, to employers and educators of health personnel.
- Puts applicants interested in employment or educational opportunities in other states in contact with appropriate state MEDIHC offices.

If you are interested in learning of the employment and/or educational opportunities in the health field and would like assistance and guidance in finding a health job or educational program which meets your career objectives, please write or give us a call. If you are still in the military, a MEDIHC application form can be obtained from the Transition Program Counselor on your military base.

EMPLOYERS AND EDUCATORS

EMPLOYERS — does meeting your health manpower requirements present problems periodically? Constantly?

EDUCATORS — does the number of applicants to your health career programs fall short of your institution's desire and capacity to produce the ever increasing numbers of health manpower required by institutions in your community or in other New Jersey communities?

The New Jersey MEDIHC Program is striving to alleviate the shortage of health manpower in New Jersey. Each month, thousands of men and women, many of whom have already received valuable health training and experience, are discharged from the military. MEDIHC urges you to join us in tapping this previously neglected manpower pool and absorbing these individuals into the job opportunities and/or educational programs within your organization or institution.

How MEDIHC Serves Employers and Educators

- Expedites employer requests for specific types of personnel by putting employers in direct contact with MEDIHC applicants having the requisite job skills and experience.
- Directs MEDIHC applicants to educational institutions offering programs which conform to the applicants' career objectives.
- Provides employers and educators with a roster of "Health Trained Individuals Available for Employment and/or Education" *every four weeks.* (Let us know if you wish to be put on our mailing list.)

Please write or call us and let us know how we can serve you better in meeting your demands for health manpower.

State of New Jersey

DEPARTMENT OF LAW AND PUBLIC SAFETY
DIVISION OF PROFESSIONAL BOARDS
NEW JERSEY BOARD OF NURSING
1100 RAYMOND BOULEVARD, ROOM 310
NEWARK, NEW JERSEY 07102

ARTHUR J. SILLS
ATTORNEY GENERAL

DONALD L. SNOVER, R. N., M.S.
EXECUTIVE SECRETARY

Dear

In the past the Board of Nursing has granted permission to take the practical nurse licensing examination to some individuals who have completed a course such as you describe.

If you wish to be considered as an equivalency candidate, you should submit the following:

1. Proof of course, including dates, subject matter, hours and grades.

2. Certified copy of assignments, including dates and duties, which you received after you completed the course.

When your file is complete, we will present it to the Board of Nursing for evaluation. If favorable, you will be admitted to the next licensing examination.

Sincerely yours,

Donald L. Snover, R.N., M.S.
Executive Secretary

By: Marianna Bacigalupo, R.N.
Field Representative

MB: ir
PI-11

(201) 648-2490

REPORTER

Official Publication of the New Jersey Hospital Association

November 1977

The Hospital Research and Education Trust's Military Experience Directed Into Health Careers (MEDIHC) program got a boost in the arm this fall when it received a federal grant to not only continue its current program but to expand it into a whole new area of health-related career counseling for civilians.

The grant was made possible by HEW's Health Resources Administration, Division of Association Health Professions. "It is an extremely exciting program," said Tom Gallagher, MEDIHC director. "The ultimate objective is to interest students and others in health related occupations. By doing this, we may be able to supply health-related practitioners to meet New Jersey's health care needs, and place those practitioners in areas where there are shortages."

(The MEDIHC program goes back to 1970 when NJHA was identified by the governor as the state's official program director. The original thrust of the program was to provide job placement and education training programs for U.S. veterans returning from the Vietnam war. Of a total 922 applications made in the program, 45.3 percent were placed in health related fields, 12.8 percent were placed in non-health related fields, 2 percent re-enlisted, 8.9 percent were transferred, and 31 percent of the cases were closed for other reasons.)

According to Gallagher, the new grant is a "pilot effort to determine if the MEDIHC methodology of counseling and referring health trained veterans can make significant reductions in the health manpower shortage problem in New Jersey, a shortage either by location or occupation. It will make non-veterans eligible for MEDIHC services and attempt to direct them into shortage areas. The grant will enable the state MEDIHC agency to continue its efforts in behalf of veterans and provide similar services to non-veterans."

In order to carry out this goal, Gallagher said, his staff will identify, by the end of November, at least three allied health occupations which are maldistributed within New Jersey. By identifying shortage areas, the program can then begin to train and place potential allied health practitioners in these areas.

The program will be student-based. One goal is to develop an information and recruitment program to reach students and practitioners of the identified occupation to inform them of the placement service. MEDIHC staff will also visit education coordinators of educational programs in the identified shortage occupations to inform them of the services available under the expanded MEDIHC program. "One important aspect of the program," Gallagher said, "will be personal contact with students in order to understand their personal preferences. Students will also be advised of job seeking techniques and what to expect from employes."

In addition to this whole new area, MEDIHC will continue to counsel and refer for placement, servicemen and Vietnam era veterans who are interested in a health career in New Jersey. MEDIHC will also maintain comprehensive information on health-related jobs, education programs and financial assistance opportunities.

PHYSICAL THERAPY AMERICAN ASSOCIATION PT

JERSEY JARGON

N. J. CHAPTER
NEWSLETTER

33 HILLHURST AVENUE
TRENTON, NEW JERSEY 08619

WINTER 1979

Allied Health Placement Service

Allied Health Placement Service (AHPS) is a free placement/recruitment service that expands the New Jersey Operation MEDIHC Program. The primary aim is to address the maldistribution of Allied Health Professionals within New Jersey by placement of qualified health personnel into areas of critical need. Allied health personnel seeking professional opportunities will be put into contact with New Jersey health personnel employers listing their employment needs with MEDIHC/AHPS.

AHPS is a pilot project funded by the Department of Health, Education, and Welfare to effect change in critical shortage occupations and areas within the allied health field. New Jersey is one of nine states expanding the service range of their Operation MEDIHC (Military Experience Directed Into Health Careers) program to include civilian allied health personnel. Since 1970, they have been establishing excellent lines of communication with and between health employers and health occupational education programs. Data has been collected on allied health personnel shortages by occupation, geographic area and type of employer.

In New Jersey, physical therapy is one of the occupations AHPS has identified as one of the allied health occupations that are difficult to recruit for and fill on a regular basis. AHPS carries listings for therapists in hospitals, nursing homes, Home Health Agencies, and private settings. Anyone interested in utilizing this service may contact Mr. Barry Anderson at 609—452-9280 or write:

New Jersey – MEDIHC AHPS
Health, Research & Educational Trust
760 Alexander Road, cn-1
Princeton, New Jersey 08540

State of New Jersey

DEPARTMENT OF INSTITUTIONS AND AGENCIES

P. O. BOX 1237 TRENTON 08625

October 3, 1975

Mr. Thomas F. Gallagher
Project Director
Hospital Research and Educational Trust
of New Jersey
1101 State Road
Research Park
Princeton, New Jersey 08540

Dear Mr. Gallagher:

We have your letter regarding the hiring of veterans.

As you are probably aware, we already make provision for this in granting disabled veterans and regular veterans preference, in that order, on all Civil Service Examinations.

Regarding the particular case you forwarded to us, I am sending this to one of our institutions that has previously sought a male practical nurse. There may possibly be employment there, although we must utilize civil service lists primarily.

We shall continue to be interested in veterans' affairs and will circulate your booklet in our division office.

Very truly yours,

William H. Fauver

William H. Fauver, Director
Division of Correction and Parole

WHF:4:B

HOSCO
hospital housekeeping

"a clean hospital is our product"

HOSCO, Inc. • AB&F HOSCO Corporation, One Court House Square, Freehold, New Jersey 07728 • Telephone (201) 431-3800

January 20, 1977

Mr. Thomas Gallagher
The Hospital Research & Educational
Trust of New Jersey
1101 State Road, Rsch Park
Princeton, New Jersey 08540

Dear Mr. Gallagher:

We would like to make you aware of several job openings our corporation is now preparing to fill.

Our corporation is looking for retired Military Personnel interested in training for a career in Hospital Housekeeping Management. Naturally we would be very interested in anyone who may have experience, but we would be happy to recruit individuals who would be trainable.

Hosco offers an excellent starting salary, a comprehensive training program, complete benefit program and outstanding advancement opportunities.

All individuals should be willing to except responsibilities and be capable to relocate out of state after training.

We would appreciate you reviewing your manpower list and have any interested people contact me by mail or phone. Interviews will be going on for the next few weeks.

Cordially yours,

Joseph Casamento

Joseph Casamento
Personnel Director

JC:gw

58

RVING AVENUE
RIDGETON, N.J. 08302 (609) 451 - 6600

AUL S. COOPER
dministrator

BRIDGETON HOSPITAL

July 20, 1978

Mr. Barry L. Anderson
Counselor
AHPS-MEDIHC
Hospital Research & Educational Trust
760 Alexander Rd., CN-1
Princeton, N.J. 08540

Dear Barry:

Thank you for your excellent explanation of your program during your visit.

I received the four resumés you forwarded to me. I did not contact any of the people because our Chief Respiratory Therapist has filled the position with someone currently available locally. I would like to keep the resumés on file for future reference as openings often develop.

If I can be of any further assistance, please do not hesitate to contact me.

Yours truly,

BRIDGETON HOSPITAL ASSOCIATION

Raymond Christ
Director of Personnel

RC/jl

GEORGE J. GEISINGER
President
THOMAS G. ROBERTS
Vice President
JOSEPH M. MUSIANO, O.D.
Treasurer
L. ALBERTSON HUBER
Secretary

THE KESSLER INSTITUTE FOR REHABILITATION

PLEASANT VALLEY WAY
WEST ORANGE, NEW JERSEY 07052

RICHARD A. SULLIVAN, M.D.
Medical Director
JAMES T. CARROLL, M.D.
Internal Medicine
SUDESH JAIN, M.D.
Physical Medicine
CHAMPA BID, M.D.
Physical Medicine

HENRY H. KESSLER, M.D.
Medical Director, Emeritus
WILLIAM K. PAGE
Executive Director
201-731-5600
CABLE ADDRESS
"KESINST"

May 10, 1978

Mr. Barry Anderson
MEDIHC/AHPS Counselor
Health Research & Educational
Trust of New Jersey
760 Alexander Road, CN 1
Princeton, New Jersey 08540

Dear Barry:

Thank you for the five resumes concerning candidates we are seeking for a position in personnel services at this hospital. I am grateful for your help.

Sincerely,

William K. Page,
Executive Director

WKP/dct

AN ACCREDITED HOSPITAL FOR THE PHYSICALLY HANDICAPPED
AFFILIATED WITH THE COLLEGE OF MEDICINE AND DENTISTRY OF NEW JERSEY, NEW JERSEY MEDICAL SCHOOL

COLLEGE OF MEDICINE AND DENTISTRY OF NEW JERSEY
SCHOOL OF ALLIED HEALTH PROFESSIONS
100 BERGEN STREET / NEWARK, NEW JERSEY 07103

OFFICE OF THE DEAN

January 31, 1978

Mr. Thomas F. Gallager
Mr. Gary Anderson
MEDIHC Coordinators
New Jersey Hospital Association
Center for Health Affairs
Princeton, New Jersey 08540

Dear Sirs:

This is to confirm a meeting scheduled between you, Mr. William Harmon and myself to discuss the organizational structure of MEDIHC and its role in providing veterans with access to health careers through financial assistance.

The meeting is scheduled for 10AM on Tuesday, February 7, 1978 in room 226 of the Fairmount Building of CMDNJ, 100 Bergen Street, in Newark.

Thank you for your interest.

Sincerely,

Marie C. Dietrich

Marie C. Dietrich, Ph.D.
Assistant Dean for Curriculum
Planning, Development and Research

MCD:dl

cc: John P. Martin, Ed.D.
William Harmon
Rae Weissman

U. S. DEPARTMENT OF JUSTICE
BUREAU OF PRISONS
PHILADELPHIA REGIONAL OFFICE
SCOTT PLAZA II
PHILADELPHIA, PENNSYLVANIA 19113

January 7, 1976

Mr. Thomas F. Gallagher
Project Director
New Jersey MEDIHC Program
Hospital Research and Educational
Trust of New Jersey
Research Park
1101 State Road
Princeton, New Jersey 08540

Dear Mr. Gallagher:

Pursuant to our conversation during the Career Day at Fort Dix, December 12, 1975, I am enclosing application forms necessary to obtain competitive eligibility through the U.S. Civil Service Merit System for the positions of Physician Assistant and Medical Technical Assistant.

The Bureau of Prisons is undergoing an active recruiting program to encourage outstanding recently discharged candidates from the military to seek a medical career with the Bureau of Prisons. It is important to mention that by law the Bureau of Prisons cannot hire any individual who has reached his 35th birthday.

If you or any prospective applicants have any questions regarding possible employment with the Bureau of Prisons, please call Tom Boro and/or Dave Bailes, Regional Medical Administrator, at (215) 596-1871.

Sincerely,

Thomas R. Boro

Thomas R. Boro
Personnel Management Specialist

Enclosure

Salem COUNTY MEMORIAL HOSPITAL
A PRIVATE NON-PROFIT HOSPITAL SERVING THE COMMUNITY
SALEM, NEW JERSEY 08079 609-935-1000

JOS. MICHAEL GALVIN JR.
EXECUTIVE DIRECTOR

November 9, 1977

New Jersey Hospital Association
Tom Gallagher, Research Associate
760 Alexander Road CN 1
Princeton, NJ 08540

Dear Tom:

After watching the two candidates for governor on television for the last several months, the only comment I have is that if you had been running, you would have won.

Your presentation Monday night was excellent and you certainly had more charisma than the candidates for governor.

Sincerely,

Jos. Michael Galvin, Jr.
Executive Director

JMG:bth

DEPARTMENT OF THE ARMY
HEADQUARTERS US ARMY TRAINING CENTER AND FORT DIX
FORT DIX, NEW JERSEY 08640
EDUCATION BRANCH

ATZDEC

6 August 1975

SUBJECT: Letter of Appreciation

Mr. Thomas Gallagher
The Hospital Research and
Educational Trust of New Jersey
1101 State Road, Rsch Park
Princeton, NJ 08540

1. Thank you for your participation in the Fort Dix Job Fair of Tuesday, July 22. The Applicants we have spoken with felt the fair was worthwhile and we hope that this is also your opinion.

2. We are very interested in maintaining contact with you for future Job Fairs or individual Career Conferences. Please inform us of openings you wish to fill through the Job Availability Notices.

3. Thanks again for your fine presentation and cooperation in making the Job Fair a success.

Barbara Farese

BARBARA FARESE
Education Services Specialist

XHIBIT L

'55

DEPARTMENT OF THE ARMY
HEADQUARTERS US ARMY TRAINING CENTER, INFANTRY, AND FORT DIX
FORT DIX, NEW JERSEY 08640

ATZDEC

14 April 1978

Mr. Barry Anderson
MEDIHC
1101 State Road
Princeton, New Jersey 08540

Dear Mr. Anderson:

On behalf of the veterans, servicepersons, and Education Center, we wish to express our appreciation for your participation in the Job Fair. You are to be commended for your enthusiastic and informative presentation on 12 April 1978.

We sincerely hope that one or more of the veterans or servicepersons in attendance will gain employment with you. In any case, we are sure that they will use the information you imparted in defining and attaining career employment objectives.

Please accept our personal thanks for the outstanding contribution you made to this very important program.

Sincerely,
Education Services Specialists:

Deborah F. Frank
DEBORAH F. FRANK

Linda McNamara
LINDA MCNAMARA

William Howard
WILLIAM HOWARD

Ramona Montovani
RAMONA MONTOVANI

William O. Stokes
WILLIAM O. STOKES